



# Gender Pay Gap Reporting

## Maynooth University

### 2023

#### EXECUTIVE SUMMARY

Maynooth University (MU) has a deep commitment to equality and inclusion. Since 2022, all organisations with over 250 employees have been required to report on their Gender Pay Gap, as per the Gender Pay Gap Information Act 2021. MU welcomed the introduction of statutory gender pay gap reporting in Ireland as an important tool for promoting gender equality in the higher education sector.

#### What is the Gender Pay Gap?

The *gender pay gap* is the difference in the average hourly wage of male and female employees across the full workforce. The *mean* is the average hourly pay point of all male and female employees. The *median* is the midpoint hourly pay point of all male and female employees.

It is important to note that the gender pay gap does not indicate pay discrimination (i.e. an absence of equal pay for the same work, which was outlawed in the Republic of Ireland by equal pay legislation in 1975). Universities operate to nationally approved incremental published salary scales and follow good practice in their job sizing and pay progression policies, in line with the [Irish Human Rights Equality Commission \(IHREC\) Code of Practice on Equal Pay](#)<sup>1</sup>.

While not constituting pay discrimination, a gap may indicate that there are differences in the roles that women are represented in compared to men. It is important to identify any barriers or biases that may lead to a gender pay gap and actively work to address these.

#### What is MU’s Gender Pay Gap?

Using the snapshot date of 30/06/2023, MU’s mean hourly pay gap for all staff is 9.99% (Table 1).

*Table 1: Maynooth University Gender Pay Gap Data (2023), using the snapshot date of 30/06/2023*

|                            | Mean Hourly Pay Gap — All Staff | Median Hourly Pay Gap — All Staff | Mean Hourly Pay Gap — Temporary Employees | Median Hourly Pay Gap — Temporary Employees | Mean Hourly Pay Gap — Part Time Employees | Median Hourly Pay Gap — Part Time Employees |
|----------------------------|---------------------------------|-----------------------------------|---|---|---|---|
| <b>Maynooth University</b> | 9.99%                           | 10.60%                            | 13.90%                                    | 2.88%                                       | 7.12%                                     | 9.69%                                       |

<sup>1</sup> [Code of Practice on Equal Pay - IHREC - Irish Human Rights and Equality Commission](#)

MU has a higher percentage of female staff in the lower, and lower middle quartile pay bands compared to the upper middle and upper quartile pay bands which are gender balanced (Table 2).

Table 2. Proportion of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands (2023), using the snapshot date of 30/06/2023

|               | Quartile 1<br>Lower | Quartile 2<br>Lower middle | Quartile 3<br>Upper middle | Quartile 4<br>Upper |
|---------------|---------------------|----------------------------|----------------------------|---------------------|
| <b>Female</b> | 66.77%              | 65.71%                     | 57.69%                     | 48.24%              |
| <b>Male</b>   | 33.23%              | 34.29%                     | 42.31%                     | 51.76%              |

### How does MU's Gender Pay Gap in 2023 compare to 2022?

Applying the new analytical model used in 2023 to data from 2022 reveals a 2.96% increase in the Mean Hourly Pay Gap for all Staff in 2023 (Table 3):<sup>2</sup>

Table 3. Maynooth University Gender Pay Gap Data (2022 vs 2023), using the snapshot date of 30/06/2022 and 30/06/2023

| Maynooth University                                | 2022   | 2023   | % Change |
|--|--------|--------|----------|
| <b>Mean Hourly Pay Gap – All Staff</b>             | 7.03%  | 9.99%  | +2.96%   |
| <b>Median Hourly Pay Gap – All Staff</b>           | 10.11% | 10.60% | +0.59%   |
| <b>Mean Hourly Pay Gap – Temporary Employees</b>   | -1.20% | 13.90% | +15.10   |
| <b>Median Hourly Pay Gap – Temporary Employees</b> | 4.00%  | 2.88%  | -1.12%   |
| <b>Mean Hourly Pay Gap – Part Time Employees</b>   | 9.10%  | 7.12%  | -1.98%   |
| <b>Median Hourly Pay Gap – Part Time Employees</b> | 3.58%  | 9.69%  | +6.11%   |

When comparing to the same dataset from 2022, the 2023 female relevant employee headcount has increased by 48, while the male relevant employee headcount increased by just 14.<sup>3</sup> The proportion of female employees in the upper quartile band increased slightly from 47% in 2022, to 48% in 2023, whereas the proportion of female employees in the lower quartile band increased from 62% in 2022, to 67% in 2023.

Table 4. Proportion of female employees in the lower, lower middle, upper middle and upper quartile pay bands (2022 vs 2023), using the snapshot date of 30/06/22 and 30/06/2023

| Quartile                       | 2022 % F | 2023 % F | % Change |
|--------------------------------|----------|----------|----------|
| <b>Quartile 1 Lower</b>        | 62.23%   | 66.77%   | +4.54%   |
| <b>Quartile 2 Lower middle</b> | 66.67%   | 65.71%   | -0.96%   |
| <b>Quartile 3 Upper middle</b> | 58.59%   | 57.69%   | -0.90%   |
| <b>Quartile 4 Upper</b>        | 46.80%   | 48.24%   | +1.44%   |

<sup>2</sup> In 2022, the MU Gender Pay Gap was calculated on the basic pay and the FTE extracted from the employee's CoreHR profile. In 2023, the process changed to Makodata extracting the pay data directly from the employee's CorePay profile as the primary data source, with the pay gap then calculated from that.

<sup>3</sup> A 'relevant employee' means a person who is an employee for the purposes of the Employment Equality Act 1998 and is employed by the relevant employer on the snapshot date — Gender Pay Gap Information Act 2021 Updated Guidance note for employers on reporting in 2022, see the [DCEDIY guidance](#).

## Reasons for the Gender Pay Gap

MU recognises the importance of addressing the gender pay gap to ensure we continue to attract, develop, and retain talented people. Reasons for the Gender Pay Gap are likely to comprise a combination of institutional and external factors, including differences between men and women in length of service, historically gender segregated occupations, career progression, educational attainment and qualifications, the prevalence of full-time and part-time working, gender differences in salary relating to length of service (see CSO Structure of Earnings Survey 2022, Mean Earnings per Hour by Length of Service and Sex, 2022<sup>4</sup>), the gendered nature of caring and family responsibilities, and the impact that this has on female career advancement.

## Actions to be Taken

MU has put in place a range of actions to support gender equality; from commitment to the Athena Swan Ireland initiative, high-level gender equality steering groups, gender equality action plans, policies, and involvement in EU and HEA research projects on gender equality.

MU is a signatory of the Athena Swan Ireland Charter Principles<sup>5</sup> and has held an *Athena Swan Bronze Institution Award* since 2018, with a renewal in 2023, which recognises our commitment to advancing gender equality. We have a *Gender Equality Steering Group* who developed the MU *Gender Action Plan 2023-2026*<sup>6</sup>, underpinned by the University's Equality and Diversity Policy<sup>7</sup>, which includes evidence informed actions and targets tailored for our institution to target potential reasons for the gender pay gap, such as potential bias that can manifest in recruitment and promotions processes, gender differences in early career salary expectations, the gendered nature of caring and family responsibilities, and the impact that this has on female career advancement.

In addition to this, our actions will be informed by our work as a partner in the European funded project GenderAction+<sup>8</sup> which aims to advance gender equality in the European Research Area, and the recently published Report of the Expert Group: 2nd HEA National Review of Gender Equality in Irish Higher Education Institutions<sup>9</sup> recommendations. The HEA's *Gender Equality Enhancement Fund* has also recently supported a project titled 'Addressing the Gender Pay Gap in Irish Higher Education'. This project will create a modelling tool for the higher education sector which MU will benefit from for future gender pay gap reporting.

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<sup>4</sup> As years of service increase in the short to medium term, the GPG decreases but in the longer run the GPG begins to rise again. The lowest GPG for 1-4 years of service is 2% with average earnings per hour of €19.61 for males and €19.21 for females. This rises to 15.6% (Males — €34.93, Females — €29.49) for those with 20-29 years' service and then falls to 10.8% for those with 30 or more years of service.

<https://data.cso.ie/table/SES14>

<sup>5</sup> <https://www.advance-he.ac.uk/equality-charters/international-charters/athena-swan-ireland#principles>

<sup>6</sup> <https://www.maynoothuniversity.ie/athena-swan/self-assessment-team/action-plan>

<sup>7</sup> [https://www.maynoothuniversity.ie/sites/default/files/assets/document/Equality%20and%20Diversity%20Policy%20-%202018%20FINAL\\_1.pdf](https://www.maynoothuniversity.ie/sites/default/files/assets/document/Equality%20and%20Diversity%20Policy%20-%202018%20FINAL_1.pdf)

<sup>8</sup> <https://genderaction.eu/>

<sup>9</sup> <https://hea.ie/policy/gender/hea-national-review-of-gender-equality-in-irish-higher-education-institutions/>

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## 1. INTRODUCTION TO MAYNOOTH UNIVERSITY

Maynooth University (MU) has a deep commitment to equality and inclusion. Equality, Diversity and Inclusion is a key enabler in the Maynooth University Strategic Plan 2023-2028. Maynooth University sees it as vital that we respond through positive actions to the objective of greater inclusion. We have a reputation for authentic, strengths-based access initiatives, supporting participation, engagement, and progression for all students. We will build on this legacy and on our commitment to social justice to ensure that every member of our University community has the opportunity to thrive, regardless of who they are and where they come from. We recognise the importance of addressing the gender pay gap to ensure we continue to attract, develop, and retain talented people.

One of four constituent universities of the National University of Ireland, Maynooth University has c.15,000 students and c.1,200 staff from over from 100 countries and is recognised as a leader in inclusive excellence in relation to our innovative approach to Access and Widening Participation, transformational Teaching & Learning, and research in climate change and climate justice, digital science, global economic shifts, global equity, and human rights.

MU is ranked #1 in Ireland in the latest Times Higher Education Best Young University Rankings and in the top 100 in the world. MU is recognised among the top 500 universities in the world and in the top 250 European universities.

MU was announced as the inaugural winner of the 2023 Newcomer Gender Equality Champion prize in the inaugural EU Award for (Academic) Gender Equality Champions. Commissioner for Innovation, Research, Culture, Education and Youth, Mariya Gabriel presented the award to MU recognising progress achieved in advancing gender equality for staff and students in academic and research organisations.

MU is ranked in the top 8% internationally for Gender Equality by the Times Higher Education Impact Rankings (2023). MU has achieved this through a focus on changing our organisation and culture rather than the historical 'fix the women' approach. Our approach is holistic in focusing on both staff and students and encompasses gender equality, addressing gender-based violence, and consideration of the sex/gender dimension in research content. In addition to this, we have initiatives on LGBTQIA+, race equality, disability, refugees, asylum seekers and migrants.

Our intersectional approach and multi-level state interventions have been noted in a report by the EU,<sup>10</sup> and Ireland is recognised as a role model regarding the development and implementation of Gender Equality Plans in Research & Innovation<sup>11</sup>.

In 2022, our overall staff cohort was gender balanced with 58% Female (F), 42% Male (M). The Academic (core funded) and Research/Specialist Academic categories were also gender balanced. However, the Professional and Support staff categories (both core-funded and research-funded) were over 70% female (Table 5).

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<sup>10</sup> European Commission, Directorate-General for Research and Innovation (2022) *Approaches to inclusive gender equality in research and innovation (R&I)*, Publications Office of the European Union.

<sup>11</sup> The Standing Working Group on Gender in Research and Innovation (ERAC SWG GRI) assessed the adoption of GEPs by 23 MS and 6 AC to identify the needs at national level in 2020/21.

Table 5. Total number of MU staff by gender and category of post, HEA Review of Gender Equality Tables, December 2022 (headcount)

|  | Female     | %F         | Male       | %M         | Total       |
|--|------------|------------|------------|------------|-------------|
| Academic (core funded)                               | 181        | 43%        | 242        | 57%        | 423         |
| Professional and support (core funded)               | 303        | 71%        | 121        | 29%        | 424         |
| <b>Total: Core-funded staff</b>                      | <b>484</b> | <b>57%</b> | <b>363</b> | <b>43%</b> | <b>847</b>  |
| Research/Specialist Academic (research funded)       | 109        | 48%        | 118        | 52%        | 227         |
| Research: Professional and support (research funded) | 162        | 74%        | 58         | 26%        | 220         |
| <b>Total: Research-funded staff</b>                  | <b>271</b> | <b>61%</b> | <b>176</b> | <b>39%</b> | <b>447</b>  |
| <b>Overall Total</b>                                 | <b>755</b> | <b>58%</b> | <b>539</b> | <b>42%</b> | <b>1294</b> |

Figure 1. below shows the gender profile of MU staff categories in 2022 was similar to the average gender profile across the universities (HEA data).

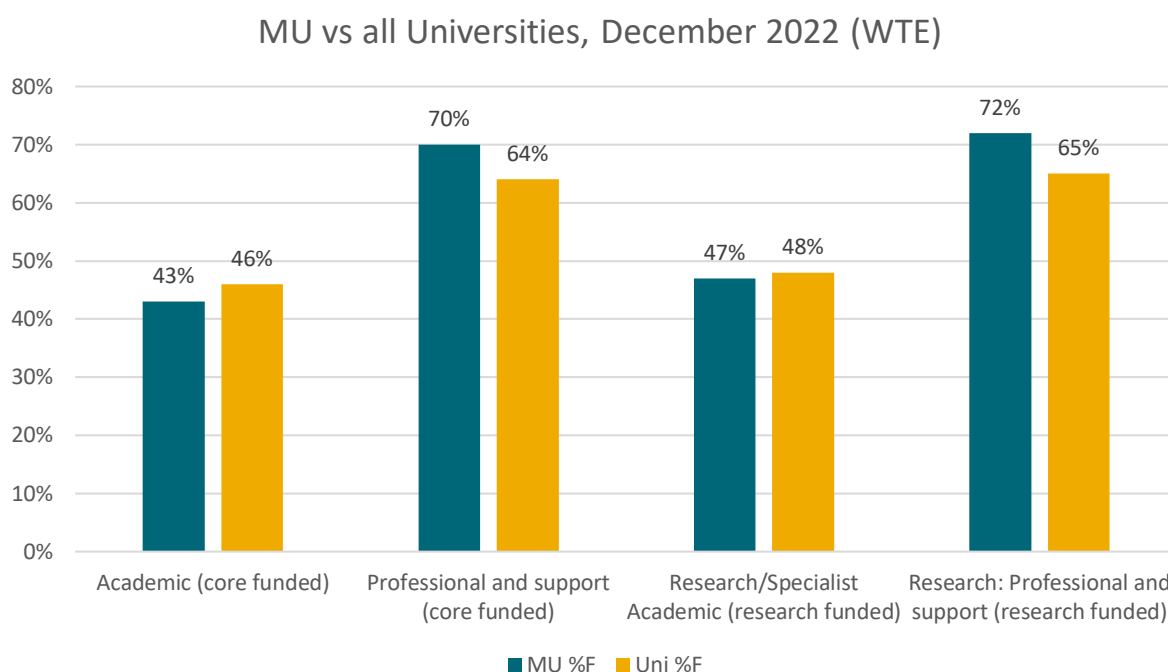


Figure 1: MU staff by funding type vs University staff by funding type, December 2022.

## 2. THE LEGISLATION AND LEGISLATIVE REQUIREMENTS

The *Gender Pay Gap Information Act 2021* introduced the legislative basis for gender pay gap reporting in Ireland. The Act requires organisations to report on their hourly gender pay gap across a range of metrics.

Regulations under the Act came into operation on 31 May 2022 and are published in the Irish Statute Book at <https://www.irishstatutebook.ie/eli/2022/si/264/made/en/pdf>.

The Regulations require organisations with over 250 employees to report on their gender pay gap in 2022 by reference to their employees on a snapshot date in June 2022.

The information that employers are required to publish includes:

- Difference between the **mean** hourly pay of male and female employees;
- Difference between the **median** hourly pay of male and female employees;
- Difference between the **mean** hourly pay of male and female **part-time** employees;
- Difference between the **median** hourly pay of male and female **part-time** employees;
- Difference between the **mean** hourly pay of male and female employees **on temporary contracts**;
- Difference between the **median** hourly pay of male and female employees **on temporary contracts**;
- The percentage of male and female employees who were paid **bonus remuneration**;
- The percentage of male and female employees who received **benefits-in-kind**;
- The percentages of male and female employees who fall into **quartile pay bands**.

Organisations are required to give reasons for any gaps identified in pay between men and women and to outline the actions that will be taken to address the gaps.

The Department of Children, Equality, Disability, Integration and Youth ([DCECIY](#)) has published further [information on their website](#)<sup>12</sup> including how to calculate the gender pay gap metrics and Frequently Asked Questions (FAQ) on reporting them.

### 3. GENDER PAY GAP DATA

Using the snapshot date of 30<sup>th</sup> June 2023, MU’s gender pay gap for all staff is 9.99% (Mean Hourly Pay Gap – All Staff) as per Table 4 below.

Table 6: Maynooth University Gender Pay Gap Data (2023), using the snapshot date of 30/06/2023

|                            | Mean Hourly Pay Gap – All Staff | Median Hourly Pay Gap – All Staff | Mean Hourly Pay Gap – Temporary Employees | Median Hourly Pay Gap – Temporary Employees | Mean Hourly Pay Gap – Part Time Employees | Median Hourly Pay Gap – Part Time Employees |
|----------------------------|---------------------------------|-----------------------------------|---|---|---|---|
| <b>Maynooth University</b> | 9.99%                           | 10.60%                            | 13.90%                                    | 2.88%                                       | 7.12%                                     | 9.69%                                       |

<sup>12</sup> [https://www.gov.ie/en/campaigns/0cb29-gender-pay-gap-information-act-2021/?gclid=EAlaIqObChMIyK-c1J-B\\_AIVTtPtCh06RwbiEAAYASAAEgKdn\\_D\\_BwE](https://www.gov.ie/en/campaigns/0cb29-gender-pay-gap-information-act-2021/?gclid=EAlaIqObChMIyK-c1J-B_AIVTtPtCh06RwbiEAAYASAAEgKdn_D_BwE)



MU has a higher percentage of female staff in the lower, and lower middle quartile pay bands compared to the upper middle and upper quartile pay bands which are gender balanced (Table 7).

Table 7: Proportion of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands using the snapshot date of 30/06/2023

|        | Quartile 1 | Quartile 2 | Quartile 3 | Quartile 4 |
|--------|------------|------------|------------|------------|
| Male   | 33.23%     | 34.29%     | 42.31%     | 51.76%     |
| Female | 66.77%     | 65.71%     | 57.69%     | 48.24%     |

No employees were paid bonus remuneration. 0.4% of male staff, and 0.13% of female staff received benefit-in-kind.

### 3.1 Data Analysis Process

The MU Gender Pay Gap data analysis process included:

- i) Snapshot date selected (30<sup>th</sup> June 2023) and capture of the active payroll for the reporting period 12 months immediately preceding and including the snapshot date (1<sup>st</sup> July 2022 – 30<sup>th</sup> June 2023). This gives a publishing deadline of the 30<sup>th</sup> December 2023, 6 months after the snapshot date;
- ii) Headcount of 'relevant employees' on the snapshot date;
- iii) Identify staff categories;
- iv) Confirm weekly working hours per staff categories (40 hours for academics; 37 hours for administrative, professional and researchers; and 39 hours for technical staff).
- v) Calculation of their total ordinary pay.

For our calculation, we have calculated the total ordinary pay (**there are no bonuses or benefits-in-kind**) and determined the total number of working hours worked for the reporting period (1 year prior to the snapshot date) for each person employed on the snapshot date. Based on this information, the employee's hourly remuneration was calculated.

For the headcount and gender pay gap calculations, MU has not included hourly paid occasional staff in line with the definition of 'relevant employees' in the [DCEDIY guidance<sup>13</sup>](#) (i.e. someone covered by the Employee Equality Act 1998), as there is no requirement for them to take up hours if they are offered to them, and no requirement on the institution to offer hours to them, therefore they are not considered 'relevant employees' by this definition.

### 3.2 Benchmarking

The [Eurostat gender pay gap statistics<sup>14</sup>](#) show the difference between average gross hourly earnings of male and female employees as % of male gross earnings. In 2021 the European Union gender pay gap was 12.7%. The highest gender pay gap in the EU was 20.5% (Estonia) and the lowest -0.2% (Luxembourg).

In Ireland, Eurostat data show that the gender pay gap has fluctuated over the past decade. It rose from 12.7% in 2011 to a high of 14.4% in 2017, before dropping to 11.3% in 2019, and then to 9.9% in

<sup>13</sup> [gov.ie - How to report on the Gender Pay Gap \(www.gov.ie\)](http://www.gov.ie)

<sup>14</sup> [https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Gender\\_pay\\_gap\\_statistics](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Gender_pay_gap_statistics)

2020 — the final year that figures are available on Eurostat. CSO figures show a 9.6% pay gap in Ireland in 2022<sup>15</sup>. Looking at Ireland’s Higher Education Institutions, the average mean hourly gap for members of the Irish Universities Association in 2022 was 12.11%.

## 4. COMPARISON WITH 2022

Applying the 2023 methodology, MU has seen an increase in its mean Gender Pay Gap in 2023. This is likely due to a larger increase in the percentage of female employees in Quartile 1 (Lower) compared to the increase in the percentage of female employees in Quartile 4 (Upper).

*Table 8. Maynooth University Gender Pay Gap Data (2022 vs 2023), using the snapshot date of 30/06/2022 and 30/06/2023*

| Maynooth University                                | 2022   | 2023   | % Change |
|--|--------|--------|----------|
| <b>Mean Hourly Pay Gap – All Staff</b>             | 7.03%  | 9.99%  | +2.96%   |
| <b>Median Hourly Pay Gap – All Staff</b>           | 10.11% | 10.60% | +0.59%   |
| <b>Mean Hourly Pay Gap – Temporary Employees</b>   | -1.20% | 13.90% | +15.10   |
| <b>Median Hourly Pay Gap – Temporary Employees</b> | 4.00%  | 2.88%  | -1.12%   |
| <b>Mean Hourly Pay Gap – Part Time Employees</b>   | 9.10%  | 7.12%  | -1.98%   |
| <b>Median Hourly Pay Gap – Part Time Employees</b> | 3.58%  | 9.69%  | +6.11%   |

*Table 9. Proportion of female employees in the lower, lower middle, upper middle and upper quartile pay bands (2022 vs 2023), using the snapshot date of 30/06/22 and 30/06/2023*

| Quartile                       | 2022 % F | 2023 % F | % Change |
|--------------------------------|----------|----------|----------|
| <b>Quartile 1 Lower</b>        | 62.23%   | 66.77%   | +4.54%   |
| <b>Quartile 2 Lower middle</b> | 66.67%   | 65.71%   | -0.96%   |
| <b>Quartile 3 Upper middle</b> | 58.59%   | 57.69%   | -0.90%   |
| <b>Quartile 4 Upper</b>        | 46.80%   | 48.24%   | +1.44%   |

### 4.1 Change to Data Analysis Process

In 2022, the MU Gender Pay Gap was calculated on the basic pay and the FTE extracted from the employee’s CoreHR profile. In 2022, a total of 1,242 staff (723F, 519M; 58%F) were included in the analysis. The mean Gender Pay Gap was calculated at 16.99% and the median Gender Pay Gap was 24.14%.

It should be noted that 2022 was the first time that many of the universities undertook a gender pay gap analysis, and this was the first time for all to do so in accordance with the new statutory regulations. From 2023, we have outsourced our Gender Pay Gap data analysis to an external body, Makodata.

In 2023, Makodata used a different technique of extracting the pay data directly from the employee’s CorePay profile as the primary data source, with the pay gap calculated from that. In 2023, 1,250

<sup>15</sup> [Gender Pay Gap - CSO - Central Statistics Office](#)

relevant employees were identified and included in the analysis (745F, 505M; 60%F), resulting in a mean Gender Pay Gap of 9.99% and a median Gender Pay Gap of 10.60%.

To compare the different analysis techniques, the new methodology was also applied to the 2022 dataset, which identified 1,188 relevant employees (697F, 491M; 59%F). This is a decrease of 54 people from the reported 2022 numbers with the previous technique, including 26 less women and 28 less men. The 2022 mean Gender Pay Gap would have been 7.03% using this new technique and the median 2022 Gender Pay Gap would have been 10.11%.

Noting that the CSO figures show a 9.6% pay gap in Ireland in 2022, and the average mean hourly gap for members of the Irish Universities Association in 2022 was 12.11%, we will continue to use the Makodata technique as it is consistent with the expected gender pay gap range found in similar institutions in the higher education sector in Ireland.

Comparing the 2023 data with the 2022 data using the new technique, there was an overall increase of 62 relevant employees (1,250 in 2023 vs 1,188 in 2022) of which the female relevant<sup>16</sup> employee headcount increased by 48 (745F in 2023 vs 697F in 2022), while the male relevant employee headcount increased by just 14 (505M in 2023 vs 491M in 2022).

## 5. COMMENTARY ON THE GENDER PAY GAP

### 5.1 What is the Gender Pay Gap?

The gender pay gap calculates the mean and median hourly wage differentials between men and women.

The mean hourly wage for women is calculated by adding all rates of pay for female employees together, divided by the total number of female employees in an organisation. The same is carried out for all male employees in the organisation. The mean gender pay gap is the difference between women's mean hourly wage and men's mean hourly wage.

The median gender pay gap is the difference between women's median hourly wage and men's median hourly wage. The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the individual in the middle.

It is important to note that the gender pay gap does not indicate pay discrimination (i.e. an absence of equal pay for the same work, which was outlawed in the Republic of Ireland by equal pay legislation in 1975). Universities operate to nationally approved incremental published salary scales and follow good practice in their job sizing and pay progression policies, in line with the [Irish Human Rights Equality Commission \(IHREC\) Code of Practice on Equal Pay](#)<sup>17</sup>.

While not constituting pay discrimination, a gap may indicate that there are differences in the roles that women are represented in compared to men. It is important to identify any barriers or biases that may lead to a gender pay gap and actively work to address these.

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<sup>16</sup> A 'relevant employee' means a person who is an employee for the purposes of the Employment Equality Act 1998 and is employed by the relevant employer on the snapshot date — Gender Pay Gap Information Act 2021 Updated Guidance note for employers on reporting in 2022, see the [DCEDIY guidance](#)

<sup>17</sup> [https://www.cipd.ie/Images/codes-of-practice-equal-pay-ihrec-march-2022\\_tcm21-107603.pdf](https://www.cipd.ie/Images/codes-of-practice-equal-pay-ihrec-march-2022_tcm21-107603.pdf)

The gender pay gap is usually represented as the average difference in gross hourly earnings of men and of women, expressed as a percentage of men's average gross hourly earnings.

A gender pay gap which is positive indicates that, on average across the employed population, women are in a less favourable position than men. Where the gender pay gap is negative, this indicates the reverse — that, on average, men are in a less favourable position than women.

## 5.2 Reasons for the Gender Pay Gap

MU has a deep commitment to equality, diversity and inclusion and it is highlighted as a key goal in our Strategic Plan. We recognise the importance of addressing the gender pay gap to ensure we continue to attract, develop, and retain talented people.

However, reasons for the Gender Pay Gap are likely to comprise a combination of institutional and external factors, including differences between men and women in length of service, historically gender segregated occupations, career progression, educational attainment and qualifications, and the prevalence of fulltime and part-time working.

MU's Gender Equality Action Plan includes actions to target other potential reasons for the gender pay gap, such as potential bias that can manifest in recruitment and promotions processes, gender differences in early career salary expectations (see HEA Graduate Outcomes Survey 2021 – Earnings Analysis<sup>18</sup>), the gendered nature of caring and family responsibilities, and the impact that this has on female career advancement.

In MU, a higher percentage of women hold lower paid administrative, technical, and professional (ATP) roles compared to men. For example, Figure 2 below shows the profile of MU ATP staff (core funded) by salary band and gender, compared to the average of the Universities in 2022. The bulk of staff sit below the €76k salary band. It is evident that women are over-represented in all of the pay bands except the highest, however, at the €25k-€46k band, it appears that MU has a higher percentage of women compared to the university average, which will be contributing to MU's Gender Pay Gap.

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<sup>18</sup> The gender salary gap in 2021 stood at **€4,766** for all graduates and **€3,555** for younger graduates. When like-for-like graduates are compared, the gender pay gap reduces by approximately half to **€2,421** for all graduates. Average salaries were highest for ICT graduates at **€45,197**, while Arts & Humanities graduates reported the lowest salaries (**€29,770**) Given that women are underrepresented in Data/ICT related courses, the gendered impact on pay is clear.

<https://hea.ie/statistics/graduate-outcomes-data-and-reports/graduate-outcomes-2021/graduate-earnings-analysis-go-2021/>

Profile of Administrative, Technical and Professional Staff:  
 MU vs all Universities  
 (HC) 2022

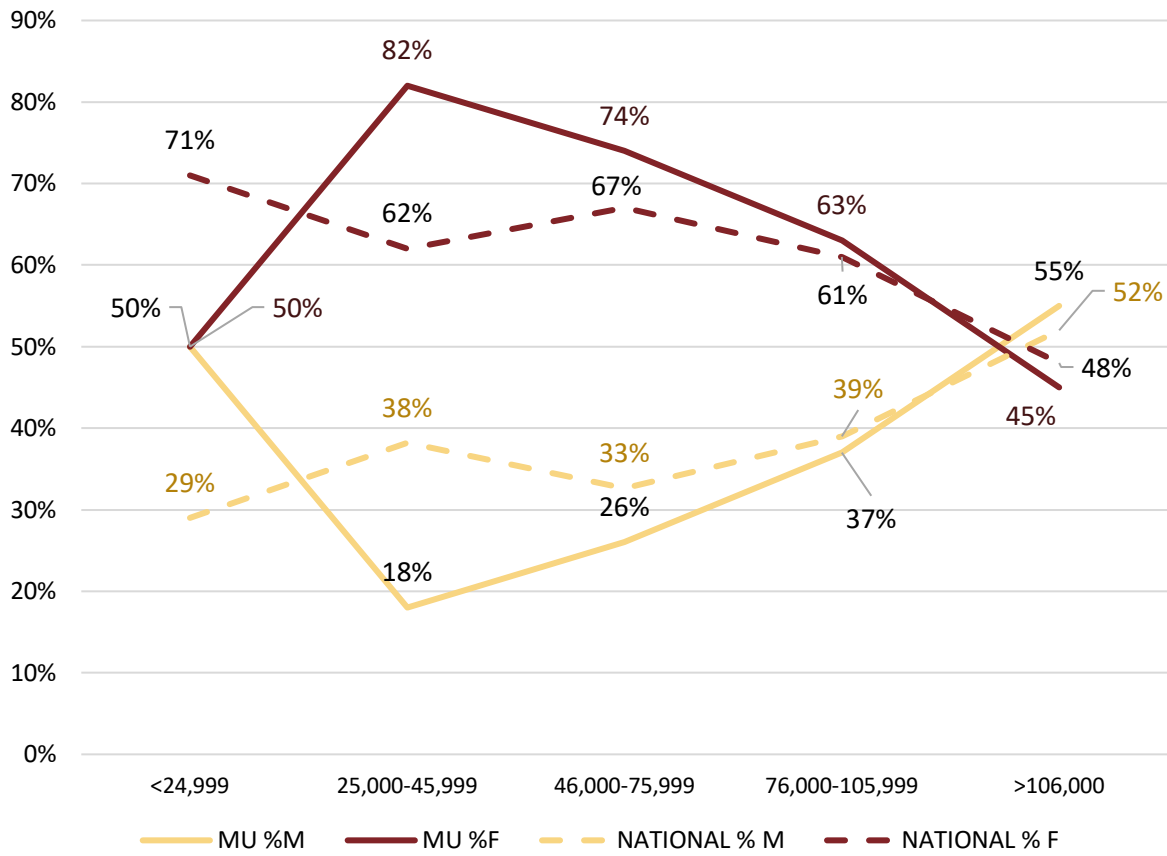


Figure 2: Profile of Administrative, Technical and Professional Staff (core funded): MU vs all Universities, 2022

There is a significant under-representation of female academics at the highest career point as shown below in Figure 3, where only 36% of professors in MU were female in 2022. Although this is one of the highest percentages in the sector, the 'scissors' graph clearly shows the decrease in female representation at the Associate Professor and Professor grades.

## Profile of Academic Staff: MU vs all Universities (WTE) 2022

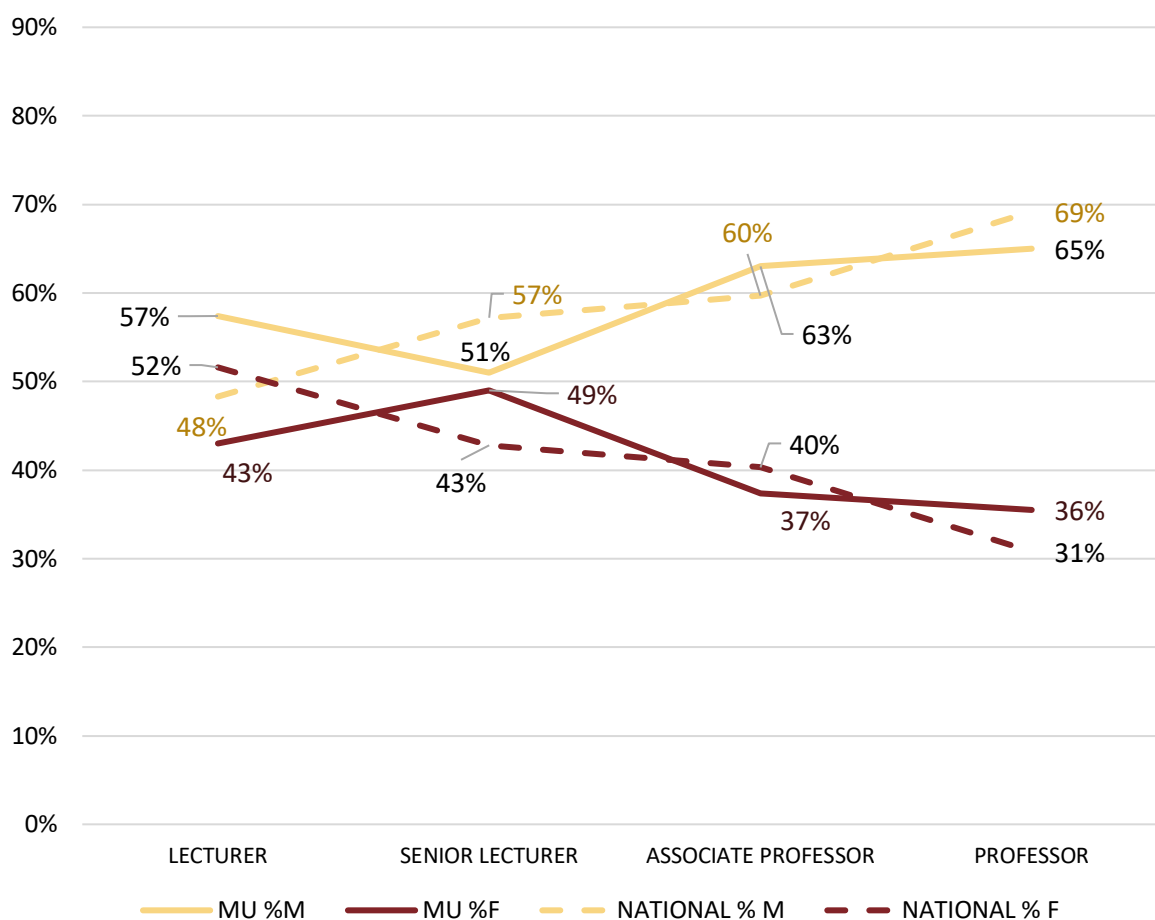


Figure 3: Profile of Academic Staff: MU vs Universities, 2022 (WTE)

### 5.3 Proposed actions to address the Gender Pay Gap

MU has put in place a range of actions to support gender equality; from commitment to the Athena Swan Ireland initiative, high-level gender equality steering groups, gender equality action plans, policies, and involvement in EU and HEA research projects on gender equality.

MU is a signatory of the Athena Swan Ireland Charter Principles<sup>19</sup> and has held an *Athena Swan Bronze Institution Award* since 2018, renewed in 2023, which recognises our commitment to advancing gender equality.

Every four years MU undertakes a year-long critical self-assessment gathering quantitative and qualitative data, surveying and consulting with staff and students, and researching best practice nationally and internationally to inform our policy and practice on gender equality. Strategic oversight is provided by a joint Governing Authority/Academic Council EDI Committee and regular progress updates are provided by the Vice-President for Equality and Diversity to the University Executive.

<sup>19</sup> <https://www.advance-he.ac.uk/equality-charters/international-charters/athena-swain-ireland#principles>

We have a *Gender Equality Steering Group* who developed the MU *Gender Action Plan 2023-2026*<sup>20</sup>, underpinned by the University's [Equality and Diversity Policy](#)<sup>21</sup>, which includes evidence informed actions and targets tailored for our institution to realise our ambition to become a 'model university for equality, diversity, inclusion and interculturalism' (MU Strategic Plan 2023-2028).

The new *Gender Equality Action Plan 2023-2026* Action 2.4 specifically refers to Gender Pay Gap Reporting, with targets to reduce the pay gap over time. In light of the change in methodology and difference in numbers for MU in 2023, these targets will be revised. The *Gender Equality Action Plan 2023-2026* also includes actions around recruitment and promotion with the aim of improving gender balance at all grades for both academic and ATP staff — Actions 3.7 and 3.8 specifically address these areas.

MU mitigates gender pay gap risks through policies that determine pay e.g. incremental salary scales for all job grades are published online and included in recruitment advertisements. Universities operate to nationally approved incremental published salary scales and follow good practice in their job sizing and pay progression policies, in line with the [Irish Human Rights Equality Commission \(IHREC\) Code of Practice on Equal Pay](#)<sup>22</sup>.

MU is a partner in the European funded project [GenderAction+](#)<sup>23</sup> which aims to advance gender equality in the European Research Area through capacity building, policy exchange and coordination, and provision of strategic policy advice.

In 2022, the Higher Education Authority (HEA) convened an Expert Group to conduct a second gender equality review of Irish higher education institutions (HEIs) and the findings and recommendations have now been published in the [Report of the Expert Group: 2nd HEA National Review of Gender Equality in Irish Higher Education Institutions](#)<sup>24</sup>. This report's recommendations will guide the strategic direction for gender equality in Irish higher education over the next couple of years.

The HEA's *Gender Equality Enhancement Fund* has also supported a project titled "Addressing the Gender Pay Gap in Irish Higher Education". This project will create a modelling tool for the higher education sector which MU will benefit from for future gender pay gap reporting.

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<sup>20</sup> <https://www.maynoothuniversity.ie/athena-swan/self-assessment-team/action-plan>

<sup>21</sup> [https://www.maynoothuniversity.ie/sites/default/files/assets/document/Equality%20and%20Diversity%20Policy%20-%202018%20FINAL\\_1.pdf](https://www.maynoothuniversity.ie/sites/default/files/assets/document/Equality%20and%20Diversity%20Policy%20-%202018%20FINAL_1.pdf)

<sup>22</sup> [Code Of Practice On Equal Pay \(ihrec.ie\)](#)

<sup>23</sup> <https://genderaction.eu/>

<sup>24</sup> <https://hea.ie/policy/gender/hea-national-review-of-gender-equality-in-irish-higher-education-institutions/>